

The Deputy Director
Central Intelligence Agency

80-108/2

Washington, D.C. 20505

22 FEB 1980

Honorable Alan K. Campbell
Director
Office of Personnel Management
Washington, D.C. 20415

Dear Scotty:

At various times in the past the Agency has sought authorization for its current and former employees to be eligible for non-competitive appointment into the competitive service. We have pursued such action to gain an equal footing with other government agencies who have been granted such authority and to eliminate a serious obstacle to our employees establishing their eligibility for employment elsewhere in the Federal Government.

The last effort to secure this appointment entitlement was made by the Agency in 1971-72 and was aimed at obtaining an executive order similar to the one which gave the Foreign Service competitive appointment rights in 1965. Eventually, following a series of discussions between the Agency and the Civil Service Commission, the latter agreed to prepare and forward an executive order to the Office of Management and Budget for action. Unfortunately, that order was never issued.

We have recently concluded a comprehensive review of all aspects of our personnel system, which included a study by consultants of the National Academy of Public Administration. During the course of our review, it was concluded that we should again seek authority for Agency employees to be eligible for non-competitive appointment into the competitive service. I plan to ask the Agency's Director of Personnel Policy, Planning, and Management, Mr. Harry E. Fitzwater,

to contact OPM to explore the best means to achieve this objective. His contact will be facilitated if you can designate the appropriate official to be called within your office.

In renewing this important effort, I would appreciate receiving your advice and support.

Sincerely,

/s/ Frank C. Carlucci

Frank C. Carlucci

Distribution:

Orig - Addressee

- 1 - DCI
- 1 - DDCI
- 1 - ER
- 1 - DD/PPPM/P&C
- 1 - C/SIS/SS
- 1 - C/Policy Staff/OPPPM
- 1 - NAPA Project Group File
- 1 - OPPPM Chrono
- 1 - DD/PPPM Chrono

DD/PPPM

C/OPPPM/P&PS

(2/20/80)

Originator:

Harry E. Fitzwater

Director of Personnel Policy,
Planning, and Management

21

STAT
STAT

EXECUTIVE SECRETARIAT**Routing Slip**

TO:

		ACTION	INFO	DATE	INITIAL
1	DCI				
2	DDCI				
3	D/ICS				
4	DD/NFA				
5	DD/A				
6	DD/O				
7	DD/S&T				
8	Chm/NIC				
9	GC				
10	IG				
11	Compt				
12	D/EE0				
13	D/Pers		✓		
14	D/OPP				
15	C/EAS/OPP				
16	C/IAS/OPP				
17	AO/DCI				
18					
19					
20					
21					
22					

SUSPENSE _____
Date _____

Remarks:

Executive Secretary

1/25/82

Date

62-2189

MERIT PROMOTION ANNOUNCEMENT NUMBER 81-260

1. Please post the following merit promotion announcement.

TITLE: Instructor of International Relations, GS-1701-12

LOCATION: Command & General Staff College, Fort Leavenworth, Kansas

CLOSING DATE: 10 February 1982

Current federal employees with career or career-conditional status interested in promotion, reassignment or change to lower grade should call Linda Kearn, Civilian Personnel Office, Fort Leavenworth, Kansas, AV 552-5491, by the closing date for the forms which must be completed. Area of consideration is government wide. All qualified applicants will receive consideration without regard to race, color, religion, sex, national origin, politics, marital status, physical handicap, age or membership in an employee organization.

2. REQUIREMENTS: Applicants must have a bachelor's or higher degree and professional experience in the field of education as follows: (1) Bachelor's degree and 3 years experience; (2) Master's degree and at least 1 year of experience; or (3) Ph.D. The required experience and education must be directly related to the duties of the position, and at least 1 year of the experience must have been comparable to the GS-11 level. The following selective factors will be used in addition to basic qualifications: (1) Knowledge of the international, political, economic and military climates; (2) Knowledge of current U.S. security policies, concepts and planning; (3) Skill in graduate level instruction in the international, political, economic and military disciplines; (4) Skill in graduate level instruction on current U.S. security policies, concepts and planning; and (5) Skill in preparing graduate level instructional programs in the areas of national and military strategy and international affairs. The following factors will be used to determine the highly qualified candidates: (1) Skill in oral and written communications; (2) Ability to give platform instructions; and (3) Knowledge of the theories, principles and techniques of education. DUTIES: Performs professional level duties in the development, revision, and presentation of subjects in international relations and national and military strategy. Authors courses pertaining to the strategic environment to include the concept of national power, the role of ideology in relation to the power of a state, and the impact of various national and international forces and trends. Instructs in core curriculum courses of instruction in strategic studies. Develops, writes and instructs a 30 hour elective course on current U.S. strategic concepts and planning adviser and assists in the overall design and development of all strategic studies. Writes a variety of international relations and national and military strategy articles for publication in professional journals. NOTE: This position is designated as sensitive-critical and requires a top secret security clearance. Assignment to the position is contingent upon completion of required investigative actions.

P/00